

CATEGORY:	CULTURE
SUBJECT:	Equity, Diversity and Inclusion
POLICY NO.:	#30
Approved:	December 19, 2014
Reviewed/Revised:	June 9, 2022

POLICY

Equity, Diversity and Inclusion are core tenets of our Mission and Values, service philosophy, Strategic Plan and organizational culture. Children's Centre Thunder Bay (CCTB and/or the Centre) is committed to creating an environment and culture in which all people are safe, respected, included and equal.

Our Centre recognizes, values and celebrates human diversity and cultural differences. We uphold the Human Rights Code and actively welcome, appreciate and protect the dignity and worth for all people. We respect how individuals define and express their identity. Using an anti-oppressive practice framework, and applying an equity lens, we strive to address injustice and oppression, both within the Centre and community.

Children's Centre Thunder Bay, its staff, students, volunteers and Boards formally acknowledge that we work and live on the traditional territory of the Anishinabek people, and more specifically on the lands of the Robinson-Superior Treaty. As part of our role in Truth and Reconciliation, we are committed to equality, equity and inclusion; to providing accurate education on Indigenous history and rights; and to supporting intercultural competency and anti-racism.

Children's Centre provides clients, employees, students, volunteers and the community an opportunity to be together in a way that identifies the Identity and cultural needs that are relevant in our work. To this end, we commit to the following Equity, Diversity and Inclusion principles:

- Social identity and oppression are complex, take many forms and have many intersecting relationships.
- People experience unjust barriers to service, employment, education and compensation because of who they are, or where they live rather than being determined by what they need or what skills and abilities they have.
- We believe in collective accountability to remedy any harms, past and current, caused by exclusion and inequity.
- There is a need for ongoing dialogue to learn from each other and the clients we serve to make positive change happen at the individual, family, community and systems levels.
- Our work includes ongoing learning, advocacy and making affirmative change to promote diversity, guarantee inclusion and ensure equity.
- Collecting identity-based data is essential to understanding who we serve and who may be excluded.

CATEGORY:	CULTURE
SUBJECT:	Equity, Diversity and Inclusion
POLICY NO.:	#30
Approved:	December 19, 2014
Reviewed/Revised:	June 9, 2022

PROCEDURE

1. The Centre's Senior Leadership shall openly support equity, diversity and inclusion across its services, operations and employment practices.
2. The Centre shall formally recognize our role and responsibility in addressing and eliminating systemic racism and oppression within our organization and the systems we operate within.
3. The Centre shall operate a standing Equity, Diversity and Inclusion Committee. A terms-of-reference and annual work plan will guide the work of the committee.
4. This committee will provide recommendations, leadership and stewardship to support the Centre's commitment in actively creating positive change within our organization and community.
5. Staff shall ensure that a client's identity is included in every phase of service delivery from intake, assessment, treatment through discharge planning, such that we need to take a unique approach to working with that client and their family.
6. The Centre's employment practices shall take an affirmative employment equity approach in the selection and hiring of people from equity seeking groups, and providing ongoing support within the work environment.
7. Within our work including services, training, and advocacy we will strive to partner with equity seeking groups to co-create the material and present the programs. Examples might include involving parents, youth, Indigenous and Francophone people in the development of population specific services.
8. As per our commitment to Truth and Reconciliation CCTB will:
 - a. Provide education and training to develop our staff and organization's Indigenous cultural competency.
 - b. Create space for Indigenous history, rights, practices and knowledge.
 - c. Ally with Indigenous people and partners while concurrently respecting their rights to choose who they work with.

CATEGORY:	CULTURE
SUBJECT:	Equity, Diversity and Inclusion
POLICY NO.:	#30
Approved:	December 19, 2014
Reviewed/Revised:	June 9, 2022

9. The Centre shall provide the opportunity for staff and clients to voice comments or concerns about diversity and inclusivity through a variety of processes, including but not limited to: informal and formal complaints processes, meetings, engagement efforts, quality assurance, program evaluation and experience surveys.
10. With respect to physical space, communications, policies, procedures and practice, the Centre will use inclusive language, artwork and images, which are equity-based and reflective of the diversity of our community.

Definitions:

The Human Rights Code prohibits discrimination on the basis of race, ancestry, place of origin, ethnic origin, citizenship, sexual orientation, sex, gender identity, gender expression, disability, colour, creed, age, marital status, family status, reprisal, receipt of public assistance, record of offences and discrimination because of association.

Advocacy

Advocacy refers to ensuring that, both internally and externally, policies and services seek to eradicate systemic barriers that support oppression.

Inclusion

Inclusion is an outcome to ensure those that are diverse actually feel and/or are welcomed. It is the degree to which diverse individuals are able to participate fully in the processes and opportunities within an organization, group or community.ⁱ The process of inclusion engages people by helping them feel valued and essential to the success of the organization.

Diversity

Diversity includes a wide range of expressions and experiences, including gender identities, ethno-racial identities, sexual orientations, abilities and other identity factors.ⁱⁱ It is about understanding and valuing each other and moving beyond simple tolerance.

Equity

Equity is the fair and respectful treatment of all people, and involves the creation of opportunities and reduction of disparities in opportunities and outcomes for diverse communities. It also acknowledges that these disparities are rooted in historical and contemporary injustices and disadvantages.ⁱⁱⁱ

CATEGORY:	CULTURE
SUBJECT:	Equity, Diversity and Inclusion
POLICY NO.:	#30
Approved:	December 19, 2014
Reviewed/Revised:	June 9, 2022

Employment Equity

Employment Equity encourages the selection, hiring, training, promotion and retention of qualified and qualifiable individuals. It ensures that barriers against persons in designated groups resulting from the employer's systems, policies and practices are identified and eliminated.

Respect

Respect is the act of recognizing and valuing different views, values, orientations, histories and cultures of diverse groups, while aligning with Human Rights legislation, the Centre's mission statement, Code of Conduct and any other relevant agency policies.

Cross References:

[Diversity, Inclusion and Equity - Committee Terms of Reference](#)
[Children's Centre Thunder Bay Code of Conduct](#)
[CCTB Values](#)

ⁱ <https://dei.extension.org/>

ⁱⁱ Ibid

ⁱⁱⁱ <https://ediri.utoronto.ca/>